

Definitions and index of “Success of diverse employees” and “Reinforcement of business infrastructure”
(2024.12 version)



Materiarities	Category 1	Description	Category 2	Key Indicators	Initiative status
Initiatives aimed at mid to long-term impact	Success of diverse employees	Recognizing our employees as a company asset that is essential to improve corporate value, we secure diverse talent who will drive innovation, and maximize performance by increasing their engagement and embodying our Values	Securing diverse talent and maximizing engagement	Developing strategies and plans to secure the best talent based on business requirements	Formulated the basic HR system policy & starting to understand the actual state of HR information toward deploying specific HR strategies /activities (discussing once every Q at the corporate officer meeting)
			Fostering a culture of taking on challenges without fear of change	Formulation of DEI policy (organization, policy, education, etc.)	
			Developing an organization that improves collaboration between business and departments, and productivity	Identifying the personnel requirements of talent, formulating policies, and planning (including workforce plans) for our business development	
				Ratio of female management positions	13%
Reinforcement of business infrastructure	Provision of responsible products and services	Compliance with the law and establish and manage socially responsible and ethical manufacturing processes	Considering animal welfare	Complying with AAALAC	Formulated policy & preparing to apply the related group company for AAALAC (application scheduled for April 2025)
			Safety management of products and manufacturing processes	Safety training	Ongoing in group
			Compliance with laws and regulations	Number of serious compliance violations	0 items
	Establishment of risk and compliance committee	Built in group			
	Implementation status of compliance training	Ongoing in group			
	Considering environment	Considering the environment, including climate change and ecosystems, and reducing the burden on the earth as much as possible	Activities for climate change	Acquiring SBT (Science Based Targets)	Ongoing project to acquire certification (scheduled for June 2025)
	Human Rights and Supply Chain Management	Respecting the human rights of not only our own employees, but also suppliers and other stakeholders in the value chain, and managing suppliers appropriately to understand and make recommendations regarding risks	Supply Chain Management	Formulation of procurement policy /Building a purchasing organization and system	Formulated policy & starting to explain to business partners
			Labor rights, prevention of harassment and discrimination	Formulation of human rights policy	Formulated
				Establishment of anonymous hotline	Built in group
			Development of human rights education		Ongoing to hold harassment course (e-learning) once a year as a group from 2024
Stakeholders and impact governance	Diversity and effectiveness of the Board of Directors that supervises our company	Director diversity	Selection of directors based on skill matrix	Formulated (HD)	
		Effectiveness of the Board of Directors	Director attendance rate of the Board of Directors	100% (HD)	
			Objective evaluation		Conducted external assessments and peer reviews & starting to formulate succession plan